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ABSTRACT

The nature of citizenship of faculty members at Ontario Universities is considered in a speech to the legislature. The concern is that qualified Canadians and established landed immigrants are not being displaced by newly entering non-Canadians. The monitoring of faculty appointments suggests that most institutions are showing improvement in ensuring that Canadians and established landed immigrants are adequately considered. Statistical surveys of the 15 area universities are included to support that conclusion. (LBH)

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STATEMENT TO THE LEGISLATURE

ON FACULTY CITIZENSHIP

BY

THE HONOURABLE HARRY PARROTT, D.D.S.
MINISTER OF COLLEGES AND UNIVERSITIES.

NOVEMBER 15, 1976

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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MR. SPEAKER:

LAST APRIL I INFORMED THE LEGISLATURE ABOUT THE CITIZENSHIP OF FACULTY AT ONTARIO UNIVERSITIES. RECENTLY THE COUNCIL OF ONTARIO UNIVERSITIES PUBLISHED STATISTICS ON THE 1976-77 APPOINTMENTS AND THESE HAVE NOW BEEN REVIEWED.

IT WOULD APPEAR THAT THIS YEAR THE UNIVERSITIES APPOINTED A PROPORTION OF CANADIAN CITIZENS AND LANDED IMMIGRANTS ALREADY IN CANADA ABOUT 6 PERCENTAGE POINTS HIGHER THAN LAST YEAR. HOWEVER, THE MARKED CHANGES IN THE WAY THE DATA WERE COLLECTED MAKE EXACT COMPARISONS WITH LAST YEAR'S DATA IMPOSSIBLE. THE NEW METHOD RECORDS THE IMMIGRATION STATUS OF INDIVIDUALS AT THE TIME OF A JOB OFFER BEING MADE. THIS HIGHLIGHTS MORE ACCURATELY THE AREA WHICH DESERVES SCRUTINY, NAMELY THE NUMBER OF NON-CANADIANS NEWLY ENTERING CANADA TO ASSUME FACULTY POSITIONS. THIS BASE WILL BE USED TO EVALUATE PROGRESS.

I AM CONFIDENT THAT MORE PROGRESS WILL BE MADE IN FUTURE YEARS BECAUSE THE UNIVERSITIES WILL HAVE MORE LEAD TIME TO IMPLEMENT OUR POLICIES AGREED TO BY THE PRESIDENTS. I HAVE DISCUSSED THIS ISSUE AT SOME LENGTH WITH SEVERAL PRESIDENTS, AND I KNOW THAT THE PROCEDURE HAS BEEN ADOPTED BY ALL THE PRESIDENTS. I KNOW TOO, THAT THEY GAVE THEIR PERSONAL REVIEW OF ALL APPOINTMENTS, AND I BELIEVE THESE PROCEDURES WILL BE MAINTAINED.

MR. SPEAKER, THE COU DATA ALSO SHOWS THAT 83 VISITING PROFESSORS WERE APPOINTED.

THESE VISITING PROFESSORS ARE EXPECTED TO RETURN TO THEIR PERMANENT APPOINTMENTS AT OTHER UNIVERSITIES AFTER A BRIEF STAY. OF THESE, 46 WERE VISITING FROM OTHER COUNTRIES. WE WANT TO FOSTER SUCH ARRANGEMENTS WHICH ENSURE THE FREE FLOW OF SCHOLARSHIP.

THERE HAS BEEN SOME CONFUSION OVER OUR POLICY TOWARD THE APPOINTMENT OF LANDED IMMIGRANTS. I WOULD LIKE TO STATE WITHOUT QUALIFICATION THAT WE CONSIDER LANDED IMMIGRANTS <u>ALREADY</u> WORKING IN CANADA AT THE TIME AN OFFER OF EMPLOYMENT IS MADE, TO BE AS ELIGIBLE FOR FACULTY APPOINTMENT AS ARE CANADIAN CITIZENS. INDEED, SOME OF THESE LANDED IMMIGRANTS APPOINTED ARE GRADUATES OF OUR OWN UNIVERSITIES. THIS IS OBVIOUSLY BENEFICIAL.

THE CONFUSION AROSE BECAUSE IN 1975-76, ABOUT 70% OF LANDED IMMIGRANTS APPOINTED ENTERED CANADA AFTER

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APPOINTMENT OR JUST PRIOR TO BEING APPOINTED. THESE CANNOT BE REGARDED IN THE SAME LIGHT AS APPOINTMENTS OF LANDED IMMIGRANTS ALREADY IN CANADA. WE BELIEVE THAT RECRUITMENT OUTSIDE CANADA OF NON-CANADIANS FOR FULL-TIME POSITIONS SHOULD ONLY BE DONE WHEN IT HAS BEEN DEMONSTRATED THAT NO QUALIFIED CANADIAN OR ESTABLISHED LANDED IMMIGRANT IS AVAILABLE. IT APPEARS THAT UNIVERSITIES ARE THEMSELVES IMPLEMENTING SUCH A POLICY BECAUSE FEWER NEWLY ENTERING NON-CANADIANS WERE APPOINTED THIS YEAR.

LAST YEAR, ABOUT 72% OF ALL FACULTY MEMBERS IN ONTARIO WERE CANADIAN. IN BRITAIN 92% OF FACULTY ARE BRITISH, IN THE UNITED STATES 98% ARE U.S. CITIZENS, AND IN SWEDEN, 99% ARE SWEDISH CITIZENS. ALL THESE COUNTRIES HAVE PRESTIGIOUS UNIVERSITIES. CLEARLY, SCHOLARSHIP DOES NOT DEPEND ON HAVING A LARGE COMPONENT OF FOREIGN FACULTY. WE NEED MAKE NO APOLOGIES FOR ATTEMPTING TO ENSURE THAT ONTARIO UNIVERSITIES ARE DISTINCTIVELY CANADIAN.

HONOURABLE MEMBERS WILL RECALL THAT WHEN I LAST REPORTED TO THE HOUSE ON THIS SUBJECT I MENTIONED THAT DISCUSSIONS WERE BEING HELD WITH THE DEPARTMENT OF MANPOWER AND IMMIGRATION. THESE DISCUSSIONS ARE PROCEEDING FAVOURABLY AND I EXPECT TO BE ABLE TO REPORT ON PROGRESS IN THE NEAR FUTURE.

MR. SPEAKER, OUR GOAL IS NOT THE PURSUIT OF A MAGIC PERCENTAGE CANADIAN FOR OUR FACULTY. IT IS THE ASSURANCE THAT QUALIFIED CANADIANS AND ESTABLISHED LANDED IMMIGRANTS ARE NOT BEING DISPLACED BY NEWLY ENTERING NON-CANADIANS.

THE IMPROVEMENT SHOWN BY MOST INSTITUTIONS, THE ATTENTION BEING GIVEN TO THIS ISSUE BY THE DEPARTMENT OF MANPOWER AND IMMIGRATION, AND THE CONTINUING COMMITMENT OF THE PRESIDENTS TO ENSURE THAT CANADIANS AND ESTABLISHED LANDED IMMIGRANTS ARE ADEQUATELY CONSIDERED, SUGGEST THAT WE MAY BE OPTIMISTIC. WE WILL CONTINUE TO MONITOR FACULTY APPOINTMENTS AND I WILL KEEP THE HOUSE INFORMED.

TABLE 1 (a) SUMMARY

CANADIAN, LANDED IMMIGRANT (AT TIME OFFER OF EMPLOYMENT WAS MADE) BY LOCATION OF PREVIOUS EMPLOYMENT AND NON-IMMIGRANT FULL-TIME ACADEMIC STAFF (NEW 1976 APPOINTMENTS) AS OF OCTOBER 1, 1976 BY UNIVERSITY**

UNIVERSITY	CANADIAN CITIZENS		LANDED IMMIGRANTS + Location of Previous Employment: Canada		Other		SUBTOTAL		NON-LANDED IMMIGRANTS +		VISA STATUS N/R +		TOTAL REPORTED	N/R	GRAND TOTAL
	N	%	N	%	N	%	N	%	N	%	N	%	N	N	N
BROCK	14	82.3	2	11.8			16	94.1	1	5.9			17		17
CARLETON	35	77.7	9	20.0			44	97.8	1	2.2			45		45
GUELPH	35	61.4	7	12.3	3	5.3	45	78.9	12	21.1			57		57
LAKEHEAD	14	77.7	2	11.1			16	88.9	2	11.1			18		18
LAURENTIAN*	27	64.2	5	11.9			32	76.2	10	23.8			42		42
McMASTER*	37	57.8	11	17.2			48	75.0	16	25.0			64		64
OTTAWA*	76	74.5	11	10.8	1	1.0	88	86.3	14	13.7			102		102
QUEEN'S*	30	71.4	8	19.0			38	90.5	4	9.5			42		42
TORONTO*	65	68.4	9	9.5	3	3.2	77	81.1	18	18.9			95		95
TRENT	12	70.5	4	23.5			16	94.1	1	5.9			17		17
WATERLOO*	33	67.3	4	8.2	1	2.0	38	77.6	11	22.4			49		49
WILFRID LAURIER	19	79.1	1	4.2			20	83.3	4	16.7			24		24
WESTERN*	81	72.9	11	9.9	1	0.9	93	83.8	16	14.4	2	1.8	111		111
WINDSOR	26	72.2	2	5.6	1	2.8	29	80.6	5	13.9	2	5.6	36		36
YORK	44	67.6	13	20.0			57	87.6	4	6.2	4	6.2	65		65
OISE	3	42.8	1	14.3			4	57.1	3	42.9			7		7
	551	69.7	100	12.6	10	1.3	661	83.6	122	15.4	8	1.0	791		791

** Excluding visiting faculty

* Including affiliates

+ These figures report visa status at the time the offer of employment was made by the university. The figures will not agree with Statistics Canada reports which reflect current visa status.

TABLE 1 (b)

CANADIAN, LANDED IMMIGRANT (AT TIME OFFER OF EMPLOYMENT WAS MADE) BY LOCATION OF PREVIOUS EMPLOYMENT AND NON-IMMIGRANT FULL-TIME ACADEMIC STAFF (NEW APPOINTMENTS) AS OF OCTOBER 1, 1976 BY FIELD**

ALL UNIVERSITIES*	CANADIAN CITIZENS		LANDED IMMIGRANTS + Location of Previous Employment				SUBTOTAL		NON-LANDED IMMIGRANTS +		VISA STATUS N/R +		TOTAL REPORTED	N/R	GRAND TOTAL
			Canada		Other										
	N	%	N	%	N	%	N	%	N	%	N	%	N	N	N
EDUCATION	59	78.6	6	8.0			65	86.7	10	13.3			75		75
FINE & APPLIED ARTS	26	61.9	5	11.9	3	7.1	34	81.0	7	16.7	1	2.4	42		42
HUMANITIES & RELATED	95	71.4	24	18.0			119	89.5	13	9.8	1	0.8	133		133
SOCIAL SCIENCES & RELATED	202	69.4	39	13.4	3	1.0	244	83.8	43	14.8	4	1.4	291		291
AGRICULTURAL & BIOLOGICAL SCIENCES	32	68.0	4	8.5			36	76.6	11	23.4			47		47
ENGINEERING & APPLIED SCIENCES	21	65.6	3	9.4	1	3.1	25	78.1	7	21.9			32		32
HEALTH PROFESSIONS & OCCUPATIONS	83	74.1	11	9.8	1	0.9	95	84.8	16	14.3	1	0.9	112		112
MATHEMATICS & PHYSICAL SCIENCES	33	55.9	8	13.6	2	3.4	43	72.9	15	25.4	1	1.7	59		59
SUBJECT NOT REPORTED															
ALL FIELDS	551	69.7	100	12.6	10	1.3	661	83.6	122	15.4	8	1.0	791		791

** Excluding visiting faculty

* Including affiliates

+ These figures report visa status at the time the offer of employment was made by the university. The figures will not agree with Statistics Canada reports which reflect current visa status.

TABLE 2 (a)

VISA STATUS (AT TIME OFFER OF EMPLOYMENT WAS MADE) AND LOCATION OF PREVIOUS EMPLOYMENT OF NEW APPOINTMENTS (AS OF OCTOBER 1, 1976) HOLDING LANDED IMMIGRANT AND NON-LANDED IMMIGRANT STATUS BY UNIVERSITY++

UNIVERSITY	LANDED IMMIGRANT***								NON-LANDED IMMIGRANT***								TOTAL REPORTED	N/R	GRAND TOTAL
	ONTARIO		OTHER CANADA		OTHER COUNTRY		SUBTOTAL		ONTARIO		OTHER CANADA		OTHER COUNTRY		SUBTOTAL				
	N	%*	N	%*	N	%*	N	%**	N	%*	N	%*	N	%*	N	%**	N	N	N
BROCK	1	50.0	1	50.0			2	66.6					1	100.0	1	33.3	3		3
CARLETON	7	77.7	2	22.2			9	90.0					1	100.0	1	10.0	10		10
GUELPH	5	50.0	2	20.0	3	30.0	10	45.5	2	16.7			10	83.3	12	54.5	22		22
LAKEHEAD	1	50.0	1	50.0			2	50.0					2	100.0	2	50.0	4		4
LAURENTIAN+	3	60.0	2	40.0			5	33.3					10	100.0	10	66.7	15		15
MCMASTER+	8	72.7	3	27.2			11	40.7	2	12.5			14	87.5	16	59.2	27		27
OTTAWA+	8	66.7	3	25.0	1	8.3	12	46.2	1	7.1	1	7.1	12	85.7	14	53.8	26		26
QUEENS+	6	75.0	2	25.0			8	66.6	1	25.0			3	75.0	4	33.3	12		12
TORONTO+	4	33.3	5	41.6	3	25.0	12	40.0			1	5.5	17	94.4	18	60.0	30		30
TRENT	1	25.0	3	75.0			4	80.0					1	100.0	1	20.0	5		5
WATERLOO+	4	80.0			1	20.0	5	31.3	2	18.2			9	81.8	11	68.7	16		16
WILFRID LAURIER	1	100.0					1	20.0					4	100.0	4	80.0	5		5
WESTERN+	10	83.3	1	8.3	1	8.3	12	42.8	1	6.2			15	93.7	16	57.1	28	2	30
WINDSOR	2	66.7			1	33.3	3	37.5	2	40.0			3	60.0	5	62.5	8	2	10
YORK	9	69.2	4	30.7			13	76.4					4	100.0	4	23.5	17	4	21
OISE	1	100.0					1	25.0	1	33.3	1	33.3	1	33.3	3	75.0	4		4
ALL UNIVERSITIES	71	64.5	29	26.3	10	9.1	110	47.4	12	9.8	3	2.4	107	87.7	122	52.6	232	8	240

* Percentages calculated on the subtotal of the visa status category.
** Percentages calculated on the total reported.
*** These figures report visa status at the time the offer of employment was made by the university. The figures will not agree with Statistics Canada reports which reflect current visa status.
\+ Including affiliates.
++ Excluding visiting faculty.

TABLE 2 (b)

VISA STATUS (AT TIME OFFER OF EMPLOYMENT WAS MADE) AND LOCATION OF PREVIOUS EMPLOYMENT OF NEW APPOINTMENTS (AS OF OCTOBER 1, 1976) HOLDING LANDED IMMIGRANTS AND NON-LANDED IMMIGRANT STATUS BY FIELD++

ALL UNIVERSITIES+	LANDED IMMIGRANT***								NON-LANDED IMMIGRANT***								TOTAL REPORTED	N/R	GRAND TOTAL
DISCIPLINE	ONTARIO		OTHER CANADA		OTHER COUNTRY		SUBTOTAL		ONTARIO		OTHER CANADA		OTHER COUNTRY		SUBTOTAL				
	N	%	N	%*	N	%*	N	%*	N	%*	N	%*	N	%*	N	%**	N	N	N
EDUCATION	4	66.6	2	33.3			6	37.5	2	20.0	1	10.0	7	70.0	10	62.5	16		16
FINE & APPLIED ARTS	3	37.5	2	25.0	3	37.5	8	53.3					7	100.0	7	46.7	15	1	16
HUMANITIES & RELATED	16	66.7	8	33.3			24	64.9					13	100.0	13	35.1	37	1	38
SOCIAL SCIENCES & RELATED	26	61.9	13	30.9	3	7.1	42	49.4	5	11.6	2	4.6	36	83.7	43	50.6	85	4	89
AGRICULTURAL & BIOLOGICAL SCIENCES	4	100.0					4	26.7	1	9.1			10	90.9	11	73.3	15		15
ENGINEERING & APPLIED SCIENCES	2	50.0	1	25.0	1	25.0	4	36.4	2	28.5			5	71.4	7	63.6	11		11
HEALTH PROFESSIONS & OCCUPATIONS	9	75.0	2	16.6	1	8.3	12	42.9	1	6.2			15	93.8	16	57.1	28	1	29
MATHEMATICS & PHYSICAL SCIENCES	7	70.0	1	10.0	2	20.0	10	40.0	1	6.7			14	93.3	15	60.0	25	1	26
SUBJECT NOT REPORTED																			
ALL FIELDS	71	64.5	29	26.3	10	9.1	110	47.4	12	9.8	3	2.4	107	87.7	122	52.6	232	8	240

* Percentages calculated on the subtotal of the visa status category.
** Percentages calculated on the total reported.
*** These figures report visa status at the time the offer of employment was made by the university. The figures will not agree with Statistics Canada reports which reflect current visa status.
\+ Including affiliates.
++ Excluding visiting faculty.

TABLE 3 (a)

CITIZENSHIP OF FULL-TIME ACADEMIC STAFF (NEW 1976 APPOINTMENTS)
AS OF OCTOBER 1, 1976 BY UNIVERSITY**

UNIVERSITY*	CANADA N	CANADA %	UNITED STATES N	UNITED STATES %	UNITED KINGDOM N	UNITED KINGDOM %	OTHER COMMON N	OTHER COMMON %	FRANCE & BELGIUM N	FRANCE & BELGIUM %	OTHER EUROPEAN N	OTHER EUROPEAN %	OTHER COUNTRY N	OTHER COUNTRY %	SUBTOTAL N	N/R N	GRAND TOTAL N
BROCK	14	82.3	1	5.9	2	11.8									17		17
CARLETON	35	77.7	6	13.3					2	4.4	2	4.4			45		45
GUELPH	35	61.4	10	17.5	2	3.5	5	8.8			3	5.3	2	3.5	57		57
LAKEHEAD	14	77.7	4	22.2											18		18
LAURENTIAN*	27	64.2	8	19.0	4	9.5							3	7.1	42		42
McMASTER*	37	57.8	12	18.8	7	10.9	2	3.1	2	3.1	2	3.1	2	3.1	64		64
OTTAWA*	76	74.5	11	10.8	3	2.9	2	2.0	4	3.9	5	4.9	1	1.0	102		102
QUEEN'S*	30	71.4	6	14.3	4	9.5	2	4.8							42		42
TORONTO*	65	68.4	15	15.8	4	4.2	5	5.3			3	3.2	3	3.2	95		95
TRENT	12	70.5	3	17.6	1	5.9					1	5.9			17		17
WATERLOO*	33	67.3	8	16.3	3	6.1	1	2.0			1	2.0	3	6.1	49		49
WILFRID LAURIER	19	79.1	1	4.2	4	16.7									24		24
WESTERN*	81	72.9	13	11.7	8	7.2	3	2.7			5	4.5	1	0.9	111		111
WINDSOR	26	72.2	4	11.1	3	8.3	3	8.3							36		36
YORK	44	67.6	9	13.8	4	6.2	4	6.2			2	3.1	2	3.1	65		65
OISE	3	42.8	2	28.6	2	28.6									7		7
ALL UNIVERSITIES	551	69.6	113	14.2	51	6.4	27	3.4	8	1.0	24	3.0	17	2.1	791		791

** Excluding visiting faculty
* Including affiliates

TABLE 3 (b)

CITIZENSHIP OF FULL-TIME ACADEMIC STAFF (NEW 1976 APPOINTMENTS)
AS OF OCTOBER 1, 1976 BY FIELD **

ALL UNIVERSITIES *

DISCIPLINE	CANADA N	CANADA %	UNITED STATES N	UNITED STATES %	UNITED KINGDOM N	UNITED KINGDOM %	OTHER COMMON N	OTHER COMMON %	FRANCE AND BELGIUM N	FRANCE AND BELGIUM %	OTHER EUROPEAN N	OTHER EUROPEAN %	OTHER COUNTRY N	OTHER COUNTRY %	SUB-TOTAL N	N/R	GRAND TOTAL N
EDUCATION	59	78.6	8	10.6	4	5.3	3	4.0	1	1.3					75		75
FINE & APPLIED ARTS	26	61.9	9	21.4	5	11.9	1	2.3			1	2.3			42		42
HUMANITIES & RELATED	95	71.4	15	11.2	7	5.2			3	2.2	10	7.5	3	2.2	133		133
SOCIAL SCIENCES & RELATED	202	69.4	49	16.8	19	6.5	10	3.4	2	.6	5	1.7	4	1.3	291		291
AGRICULTURAL & BIOLOGICAL SCIENCES	32	68.0	7	14.8	1	2.1	2	4.2			3	6.3	2	4.2	47		47
ENGINEERING & APPLIED SCIENCES	21	65.6	5	15.6	2	6.2	1	3.1					3	9.3	32		32
HEALTH PROFESSIONS & OCCUPATIONS	83	74.1	13	11.6	7	6.2	4	3.5	1	.8	3	2.6	1	.8	112		112
MATHEMATICS & PHYSICAL SCIENCES	33	55.9	7	11.8	6	10.1	6	10.1	1	1.6	2	3.3	4	6.7	59		59
SUBJECT NOT REPORTED																	
ALL FIELDS	551	69.6	113	14.2	51	6.4	27	3.4	8	1.0	24	3.0	17	2.1	791		791

** Excluding visiting faculty

* Including affiliates.

TABLE 3 (a)

CITIZENSHIP OF FULL-TIME ACADEMIC STAFF (NEW 1976 APPOINTMENTS)
AS OF OCTOBER 1, 1976 BY UNIVERSITY**

UNIVERSITY*	CANADA N	CANADA %	UNITED STATES N	UNITED STATES %	UNITED KINGDOM N	UNITED KINGDOM %	OTHER COMMON N	OTHER COMMON %	FRANCE & BELGIUM N	FRANCE & BELGIUM %	OTHER EUROPEAN N	OTHER EUROPEAN %	OTHER COUNTRY N	OTHER COUNTRY %	SUBTOTAL N	N/R N	GRAND TOTAL N
BROCK	14	82.3	1	5.9	2	11.8									17		17
CARLETON	35	77.7	6	13.3					2	4.4	2	4.4			45		45
GUELPH	35	61.4	10	17.5	2	3.5	5	8.8			3	5.3	2	3.5	57		57
LAKEHEAD	14	77.7	4	22.2											18		18
LAURENTIAN*	27	64.2	8	19.0	4	9.5							3	7.1	42		42
McMASTER*	37	57.8	12	18.8	7	10.9	2	3.1	2	3.1	2	3.1	2	3.1	64		64
OTTAWA*	76	74.5	11	10.8	3	2.9	2	2.0	4	3.9	5	4.9	1	1.0	102		102
QUEEN'S*	30	71.4	6	14.3	4	9.5	2	4.8							42		42
TORONTO*	65	68.4	15	15.8	4	4.2	5	5.3			3	3.2	3	3.2	95		95
TRENT	12	70.5	3	17.6	1	5.9					1	5.9			17		17
WATERLOO*	33	67.3	8	16.3	3	6.1	1	2.0			1	2.0	3	6.1	49		49
WILFRID LAURIER	19	79.1	1	4.2	4	16.7									24		24
WESTERN*	81	72.9	13	11.7	8	7.2	3	2.7			5	4.5	1	0.9	111		111
WINDSOR	26	72.2	4	11.1	3	8.3	3	8.3							36		36
YORK	44	67.6	9	13.8	4	6.2	4	6.2			2	3.1	2	3.1	65		65
OISE	3	42.8	2	28.6	2	28.6									7		7
ALL UNIVERSITIES	551	69.6	113	14.2	51	6.4	27	3.4	8	1.0	24	3.0	17	2.1	791		791

** Excluding visiting faculty
* Including affiliates

TABLE 3 (b)

CITIZENSHIP OF FULL-TIME ACADEMIC STAFF (NEW 1976 APPOINTMENTS)
AS OF OCTOBER 1, 1976 BY FIELD **

ALL UNIVERSITIES *

DISCIPLINE	CANADA N	CANADA %	UNITED STATES N	UNITED STATES %	UNITED KINGDOM N	UNITED KINGDOM %	OTHER COMMON N	OTHER COMMON %	FRANCE AND BELGIUM N	FRANCE AND BELGIUM %	OTHER EUROPEAN N	OTHER EUROPEAN %	OTHER COUNTRY N	OTHER COUNTRY %	SUB-TOTAL N	N/R N	GRAND TOTAL N
EDUCATION	59	78.6	8	10.6	4	5.3	3	4.0	1	1.3					75		75
FINE & APPLIED ARTS	26	61.9	9	21.4	5	11.9	1	2.3			1	2.3			42		42
HUMANITIES & RELATED	95	71.4	15	11.2	7	5.2			3	2.2	10	7.5	3	2.2	133		133
SOCIAL SCIENCES & RELATED	202	69.4	49	16.8	19	6.5	10	3.4	2	.6	5	1.7	4	1.3	291		291
AGRICULTURAL & BIOLOGICAL SCIENCES	32	68.0	7	14.8	1	2.1	2	4.2			3	6.3	2	4.2	47		47
ENGINEERING & APPLIED SCIENCES	21	65.6	5	15.6	2	6.2	1	3.1					3	9.3	32		32
HEALTH PROFESSIONS & OCCUPATIONS	83	74.1	13	11.6	7	6.2	4	3.5	1	.8	3	2.6	1	.8	112		112
MATHEMATICS & PHYSICAL SCIENCES	33	55.9	7	11.8	6	10.1	6	10.1	1	1.6	2	3.3	4	6.7	59		59
SUBJECT NOT REPORTED																	
ALL FIELDS	551	69.6	113	14.2	51	6.4	27	3.4	8	1.0	24	3.0	17	2.1	791		791

** Excluding visiting faculty

* Including affiliates.

TABLE 4

CANADIAN, LANDED IMMIGRANT (AT TIME OFFER OF EMPLOYMENT WAS MADE) BY LOCATION OF PREVIOUS EMPLOYMENT AND NON-LANDED IMMIGRANT NEW 1976 VISITING FACULTY APPOINTMENTS TO THE FULL-TIME ACADEMIC STAFF AS OF OCTOBER 1, 1976 BY UNIVERSITY

	CANADIAN CITIZENS		LANDED IMMIGRANTS** LOCATION OF PREVIOUS EMPLOYMENT				SUBTOTAL		NON-LANDED IMMIGRANTS**		VISA STATUS N/R		TOTAL REPORTED	N/R	GRAND TOTAL
			CANADA		OTHER										
	N	%	N	%	N	%	N	%	N	%	N	%	N	N	N
BROCK															
CARLETON	2	66.7					2	66.7	1	33.3			3		3
GUELPH	6	66.7					6	66.7	3	33.3			9		9
LAKEHEAD															
LAURENTIAN*															
MCMASTER*			1	14.3			1	14.3	6	85.7			7		7
OTTAWA*	3	33.3	1	11.1			4	44.4	5	55.6			9		9
QUEEN'S*									4	100.0			4		4
TORONTO*	3	18.7	1	6.3			4	25.0	12	75.0			16		16
TRENT															
WATERLOO*	4	33.3					4	33.3	8	66.7			12		12
WILFRID LAURIER															
WESTERN*	8	42.1	4	21.1			12	63.2	7	36.8			19		19
WINDSOR	1	33.3					1	33.3	1	33.3	1	33.3	3		3
YORK	3	100.0					3	100.0					3		3
OISE															
ALL UNIVERSITIES	30	35.2	7	8.2			37	43.5	47	55.3	1	1.2	85		85

* Including affiliates

** These figures report visa status at the time the offer of employment was made by the university. The figures will not agree with Statistics Canada reports which reflect current visa status.

TABLE 5

CITIZENSHIP OF NEW 1976 VISITING FACULTY APPOINTMENTS TO THE FULL-TIME ACADEMIC STAFF AS OF OCTOBER 1, 1976 BY UNIVERSITY

	CANADA		UNITED STATES		UNITED KINGDOM		OTHER COMMON		FRANCE & BELGIUM		OTHER EUROPEAN		OTHER COUNTRY		SUBTOTAL	N/R	GRAND TOTAL
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	N	N
BROCK																	
CARLETON	2	66.7					1	33.3							3		3
GUELPH	6	66.7	2	22.2	1	11.1									9		9
LAKEHEAD																	
LAURENTIAN*																	
MCMASTER*			1	14.3	2	28.6	1	14.3			1	14.3	2	28.6	7		7
OTTAWA*	3	33.3			1	11.1			2	22.2	1	11.1	2	22.2	9		9
QUEEN'S*					3	75.0							1	25.0	4		4
TORONTO*	3	18.7	5	31.3	3	18.7	1	6.3	1	6.3			3	18.7	16		16
TRENT																	
WATERLOO*	4	33.3			5	41.7	1	8.3			2	16.6			12		12
WILFRID LAURIER																	
WESTERN*	8	42.1	4	21.1	7	36.8									19		19
WINDSOR	1	33.3	2	66.7											3		3
YORK	3	100.0													3		3
OISE																	
ALL UNIVERSITIES	30	35.2	14	16.4	22	25.8	4	4.7	3	3.5	4	4.7	8	9.4	85		85

* Including affiliates